

Diversity Training for Managers & Supervisors



Course Number: GI 400

Cost Per Person: No Charge/Participating, \$188/Non-Participating

Eligibility: Managers & Supervisors

Instructor: Jenkins

Length: 8:30 am - 4:30 pm

Certificate Series: Advanced Leadership Development

Location: Des Moines, Hoover State Office Building, Level A

Scheduled Sessions:

September 19, 2016

November 9, 2016

February 28, 2017

May 18, 2017

Overview:

This full-day workshop will address a variety of organization dimensions and dynamics needed to assure optimum managerial understanding of diversity. As a result of participating in a training session, managers will realize the value and appreciate the potential of a diverse workforce, practice self-awareness, and recognize and prevent discriminatory hiring practices on behalf of the State of Iowa. Managers will return to the workplace with an appreciation of the richness multi-culturalism brings to our daily functions, relationships, and organization.

Objectives:

- Achieve/maintain a diverse workforce, including employees of different ages, races, creeds, colors, genders, sexual orientations, national origins, religions, and disabilities.
- Promote equal opportunity in recruitment, appointment, assignment, and advancement.
- Realize the value and potential of a diverse workforce.
- Practice self-awareness and identify and confront personal biases.
- Recognize and prevent discriminatory hiring practices.
- Appreciate the role of the onboarding process in understanding diverse team members and creating a welcoming environment that will lead to lasting retention of new hires.
- Engage in action planning to transfer new learning derived from the seminar into daily practice